

HRM-804 Employment relations and employment law in Pakistan

It is very important to realise the role that unions and union leaders play at the workplace and this is true for both service and manufacturing companies alike. These factors can define the power balance, working conditions as well as the overall manner in which work is organised. Therefore, there is a need for HRM students to understand the fundamental industrial relations issues guiding the industries today. This course helps students gain a sound understanding of the principles and application of employment law in Pakistan, including exposure to employment tribunal procedures. Students will examine the current legal environment of human resource management as it applies to effective relationship between employer and employee. Areas to be covered include rights and duties of both employer and employee in the employment relationship, employment standards legislation, human rights codes, workers' compensation, employment equity legislation, health and safety acts and other related legislation.

Objectives

- ⊕ To understand the basic nature of employment relations in the workplace with special emphasis on the Pakistani market.
- ⊕ To comprehend the key Pakistani labour law principles which affect the manner in which an organization's HRM is practiced.
- ⊕ To understand the application of employment legislations and their effect on rights, standards and code of conduct in the Pakistan's corporate environment.
- ⊕ To understand the general legal framework of areas relating to business and professional performance.

Outcomes

- ⊕ Will demonstrate an understanding and compare the differences or similarities in legal policies and actual practices governing the Pakistan work environment.
- ⊕ Will assess and appreciate the impact of industrial relations in the workplace.
- ⊕ Will demonstrate and apply multiple techniques and models of laws and regulations that manage employee-management work relations.

Text and reference books

- ⊕ Ghani, M.A (2010). Dynamics of Industrial Relations and Trade Unions in Pakistan. Pakistan Law House.
- ⊕ Business Law Revised Edition by Khalid Mehmood Cheema
- ⊕ Saeed, M.M. (2010). Pakistan Labour Cases. Volume 51.
- ⊕ Craig, J.D.R. and Lynk, M.S. (eds). 2006. Globalization & the Future of Labour Law. Cambridge: Cambridge University Press

